

**SCHEDULE UTR NS&P**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT**  
**NURSES, SPEECH AND LANGUAGE PATHOLOGISTS, & PSYCHOLOGISTS**  
**2019-2020 Effective July 1, 2019 (Increased 3%)**

<b>Step</b>	<b>RANGE A</b>	<b>RANGE B</b>
	<b>Annual</b>	<b>Annual</b>
1	61,434.11	88,203.56
2	62,769.28	89,771.23
3	64,105.72	91,338.90
4	65,440.88	92,906.57
5	66,776.04	94,474.24
6		96,041.91
7		97,609.58
8		99,177.26
9		100,744.93
10		102,312.60
11		103,162.88
12		104,013.16
13		104,863.45
14		105,713.73
15		106,564.01
16		107,414.29
17		108,264.57
18		109,114.86
19		109,965.14
20		110,815.42
21		111,665.70
22		112,515.99
23		113,366.27
24		114,216.55
25		115,066.83

**Placement on the Salary Schedule:**

1. Initial placement for new hires is on Range A or B depending on holding a Waiver or License. Each year of verified service may be credited to a maximum of fifteen (15) years.
2. Upon receiving a license the unit member will move from Range A (waiver) to Range B (license) and will be placed on Step 1.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Speech Therapists whose assignment is that of a classroom teacher shall remain on Salary Schedule 6.
5. Work Year: 197 Days plus 39 Hours
6. Doctorate: \$2,000
7. All other stipends see Article 23

*Adopted by the Board of Education on 9/26/2018*